

THE BEACON

SPOTLIGHTING INCLUSIVITY AT JMU.

September, 2017

Welcome to the JMU Office of Access & Inclusion Inaugural Newsletter September/October 2017

It is my pleasure to introduce this first edition of the Access & Inclusion newsletter. This newsletter brings together, shares, and acknowledges initiatives on campus that give all of us an opportunity to enrich our experience as members of our community.

As an institution of higher education named for the Father of the Constitution, there is no higher calling for JMU than to be a beacon of civil discourse on the major issues of our time. This newsletter beckons all of us to engage in a dialog where we can each grow and learn.



- President Jonathan Alger

Engaging Opportunities



[Preparing Faculty to Be Inclusive Teachers](#)

Through a semester-long institute, led by JMU diversity champion Dr. Matthew Lee (Psychology), you will hone your skills for appreciating, leveraging, and responding to diversity within your classroom.

Registration ends this Friday.

Provost Town Hall Meetings

<i>Date</i>	<i>Time</i>	<i>Location</i>
September 6 th	3:00-5:00 p.m.	Montpelier Room
September 27 th	3:00-5:00 p.m.	Club Room Stadium
October 18 th	3:00-5:00 p.m.	CHBS 5040



[9.11 JMU Student Veterans 5k](#)

The 9.11 JMU SVA 5k welcomes runners and walkers of all levels and of all ages. Dress up in your red, white, and blue and show us who you run for!

Saturday, September 9th at 10:00a.m.-12:00p.m.
Festival Center

Inclusive Wheelchair Basketball

Open to all students and faculty/staff. No experience or knowledge of the sport needed. Follow us on Twitter @JMURollinDukes

Every Tuesday 12-1 pm at UREC's MAC 1 gym



ALANA Opening Event

Wednesday, September 13th, 3:30-5:30p.m.

Leelou Great Room



Constitution Day Speaker: Linda Monk, J.D.

[We the Whole People: Creating a More Perfect Union from Imperfect People](#)

Thursday, September 14th, 3:30-5:00p.m.
Forbes Center Concert Hall



Dominion Lecture: Loretta Ross

[Women's Reproductive Rights in the Age of Trump](#)

This lecture will discuss the current state of reproductive politics; define reproductive justice and human rights; and discuss the more than 500 types of pro-active legislation women are using in the states to fight the attacks on women's human rights.

Introduction by Provost Heather Coltman
Thursday, September 21, 7:00p.m.
Madison Union Ballroom



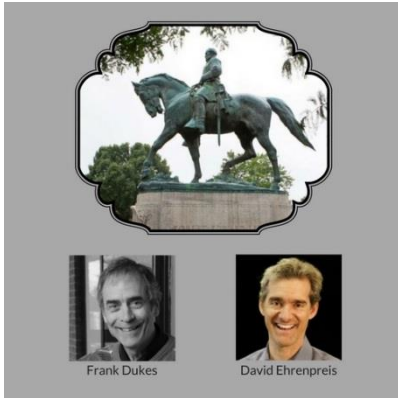
[Step Afrika!](#)

Prepare to feast your eyes and ears on a rhythmic performance brimming with airtight synchronization, exuberant joy and a sense of humor.

Friday, September 22, 8:00p.m.
Forbes Center



[The Removal of Confederate Statues in Charlottesville](#)



The Department of History opens its “Democracy in Peril” lecture series with speakers:
Frank Dukes
Distinguished Fellow, Institute for Environmental Negotiation, UVA
David Ehrenpreis
Professor of Art History and Director of the Institute of Visual Studies, JMU

Tuesday, September 26th, 5:00 p.m.
Wilson Hall

Celebrating International Week: September 25-30

[Peacebuilding in Colombia: Engaging Communities in Reconciliation and Healing](#)

An expert panel of those engaged in the pathway to ending conflict and promoting reconciliation in Colombia will participate in a guided discussion regarding their work with conflict-affected populations and talk about what the 2016 peace agreement means for communities impacted by the violence.

Wednesday, September 27, 7:00-9:00p.m.
Festival Ballroom A



[“School Memories: The Loss in Danwon High”](#)

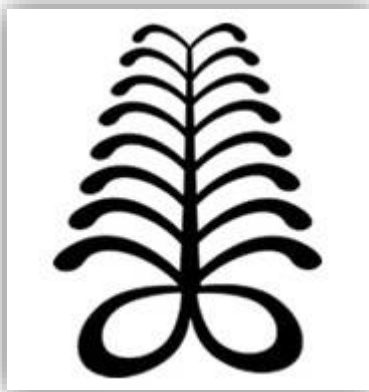
While JMU alumnus Argus Paul Estabrook was born in and is currently based in South Korea, he grew up in a rural area of Virginia; his experiences as a Korean-American have given him a unique perspective of Korean identity and its relationship to both global and regional communities.

Sept. 5th – Oct. 6th, Photography Exhibit: New Image Gallery

[Training Rules film screening](#)

Training Rules follows the story of JMU alumnae Jennifer Harris and her lawsuit against Penn State athletics citing discrimination based on sexual orientation. Ms. Harris will be available for Q&A after the screening. Sponsored by the Madison Caucus for Gender Equality.

Monday, October 9, 6:00-9:00p.m.
Grafton-Stovall Theatre



Activism in the Academy: Forming Coalitions and Finding Allies

Black Women in Academia Conference
Sponsored by Sisters in Session

October 12-13
Madison Union

Visiting Scholars Program Lectures:



Embracing Diversity and Social Justice: The use of creative methods in teaching, scholarship, and service with diverse communities

Yarneccia Dyson
Associate Professor of Social Work,
UNC – Greensboro

Thursday, Oct. 5th, 7:00 p.m.
G010 HBS Building

Covering Race, Ethnicity & Culture in a Divided America

[Keith Woods](#)

Vice President, Diversity in News and Operations,
NPR

Tuesday, Oct. 17th, 5:00 p.m.
Grafton Stovall Theater



Thinking about Disability through Music Making

[Joseph Abramo](#)

Assistant Professor of Music Education,
University of Connecticut

Wednesday, Oct. 18th, 7:00 p.m.
G010 HBS Building

Superheroes and Super Athletes: Exceptional blackness and the contradictions of race in Post-Civil Rights America

[Jonathan Gray](#)

Assistant Professor of English,
John Jay College - CUNY

Wednesday, Oct. 18th, 7:00 p.m.
G010 HBS Building



Homecoming Stompmania

Join the Center for Multicultural Student Services as we celebrate 30 years of serving our campus community! The annual Homecoming Step show features performances from JMU's Multicultural Greek Life sororities and fraternities. Tickets will be available this fall.

Saturday, October 28th, Doors open @ 7 p.m. Show @ 8 p.m. Wilson Hall



Student Focused Events

Connect with CMSS for a variety of events that include:

DEEP Impact Diversity Dialogues

Meet the Greeks

Hillel's Shabbat Dinner

Asian Student Union's Tie-Dye

Filipino Americans at Madison's Family Weekend Potluck

Korean Student Association's Sunbae & Hoobae Week

And more!

[Center for Multicultural Student Services](#)



At The Forefront

Meet Cynthia Bauerle Dean of College of Science and Mathematics

The importance of becoming a more welcoming and inclusive campus community.



I came to JMU in 2016 after a 25-year career in academic science, including almost two decades as a biology professor at liberal arts colleges and seven years in grant administration at the Howard Hughes Medical Institute. As a professor at Hamline University in St. Paul, MN and at Spelman College in Atlanta, GA, I learned so much from my faculty colleagues across the sciences and humanities. I also loved working with undergraduate students in the classroom and in the research lab, and especially enjoyed opportunities to share my passion for science with non-majors. At HHMI I had the opportunity to work on STEM education reform at the national level which gave me quite a unique perspective on institutional change.

While my professional path has been a little unusual, all of my experiences have shaped my values as a science educator. Society is strongly influenced by discoveries in science and technology, so much so that science literacy is an essential part of being a productive citizen in the US and around the world. I believe colleges and universities have a duty to support the development of all of our students, including their understanding and appreciation for science and mathematics. What struck me the most when I visited JMU was the number of people I met who share this value. I am in good company in the CSM, where every day I am inspired by the efforts of our faculty and staff to expand access to students who have historically been marginalized in STEM programs, and to build an inclusive community where everyone gets the support they need to achieve their potential. As dean, I'm doing my best work when I can provide support for our faculty to advance these efforts.

Professionally, I have benefitted throughout my career from the opportunity to be a part of diverse teams and communities, and these experiences have helped me become a better educator and colleague. One of the most transformative experiences was a year spent as a visiting scholar in Tanzania, hosted by the science college at the University of Dar es Salaam. My role was to help the faculty develop a new biotechnology program, but the opportunity to work with such diversely trained colleagues in an institutional context so different from my own was an invaluable learning experience for me. At Spelman College, I felt fortunate to

be part of one of the most diverse faculties in the country. Our combined experiences across racial, ethnic, geographic, socioeconomic, and gender lines produced such rich and diverse perspectives, but we were aligned around the common goal to lift up the young women of Spelman's student body. Those experiences set the standard for me and motivate me to stick with the hard, slow work of diversifying our faculty at JMU.

As a white scientist and scholar committed to advancing access and inclusion for all students, it has been so important to have non-white friends and colleagues challenge me to understand my place in the world, to recognize my privilege as well as the biases that I (and we all) have. I think my own experiences with prejudice and discrimination as wife and mother in a multi-racial, same-sex family help me to keep perspective on the challenges our students and faculty of color face every day. I understand the burden of stereotype threat and internalized homophobia, the importance of institutional, state and federal protections against discrimination, and the valuable impact of mentors who "look like you." JMU, like every other predominately white institution in the US, is on the path to becoming a more welcoming and inclusive campus community. I'm proud to be a part of that effort, and thankful for dedicated colleagues to work with in the CSM and across campus.

The challenge for maintaining a strong national STEM enterprise in the 21st century is to develop all of the talent we have in this country, to engage with every young person who has an interest in science and ensure they have access to the best education. Colleges and universities have a crucial role not only in creating the next generation of STEM practitioners, but also in educating STEM-literate citizens who understand the importance of science to their daily lives. Each year, over 30% of entering college students arrive on college campuses intending to pursue STEM for one reason or another. But by their third semester, over half of those students have changed their course away from STEM, and worse, the persistence of first generation, transfer, and underrepresented minority students is even lower. Not everyone interested in STEM will become a scientist, but we can't afford to lose any interested students because they can't find a place to belong in our departments. There are so many things you can do with a STEM major, and everyone should have the opportunity to pursue their interests.

Meet Jewel Hurt, SGA President
A passionate advocate for all voices.



Hometown: Roanoke, Virginia

Majors: Political Science and Public Policy & Administration

Aspirations: Attend law school and see where things go from there

I am a first generation student.

Something people may not know about me is that JMU is the only college I applied to.

I never really realized how much of a diverse experience that I had growing up until I arrived to college. At my high school, only about 20% of the students identified as white meaning I was actually amongst the minority. With this being said, college was a dramatic change in demographics that I was not accustomed to. That's when I really started to think about access and inclusion and how lucky I was to be able to go to a college like JMU when many of my hometown peers did not even complete high school. When taking my intro to public policy class, I wrote a paper on the drop out crisis in America and disparities amongst minorities. What I found was a list of possible barriers that factor into why many students in my area were not graduating. In regards to understanding my privilege, that was a huge light-bulb moment where I saw how race, socio-economic status, and geographic location play a significant role when considering equal access.

Serving as the SGA Diversity ad hoc chair gave me a whole new perspective regarding the concept of diversity on JMU's campus. I really got to know the CMSS community and how different the JMU experience may be for non-white students. I feel like I now have a greater understanding on race, culture, and status and how much it impacts the world around us. Putting on the "I, Too, am JMU" event has honestly been the most rewarding project that I've taken on since being here. I hope the video reaches everybody on our campus so that we can work on making JMU a more inclusive and welcoming place where everyone feels at home no matter what color their skin is.

I feel inspired to engage with people on the topic of access and inclusion because it's important that everyone feels heard and validated on our campus. It is so important to me that enhancing and engaging diversity was a core principal in my platform for President. Nobody should feel like their voice is going unheard and I will always work to advocate on behalf of those voices.

Highlights from our JMU Community in Action



The Valley Scholars Effect

Paloma Rodriguez now knows college is within her reach.



Title IX-Sexual Misconduct Prevention & Response Training

**Co-sponsored by:
Bridgewater College
Eastern Mennonite University
James Madison University**

On August 9 and 10, Madison Union served as the venue for a two day Title IX-Sexual Misconduct prevention and response training co-sponsored by the Title IX offices at Bridgewater College, Eastern Mennonite University and James Madison University. The training was for faculty and staff who work directly with aspects of sexual misconduct prevention and response as well as Title IX. The first day of the training focused on issues of understanding Title IX administration in higher education settings, learning more about community resources, and practical tips for working effectively with individuals who have experienced trauma. Peter Lake, *the Charles A. Dana Chair and Director for the Center for Excellence in Higher Education Policy and Law* at Stetson University was the featured speaker. On the second day, participants spent time learning the details of managing cases and conducting interviews with individuals involved in sexual misconduct cases.

In the past five years, colleges and universities across the country have worked diligently to send faculty and staff who work in Title IX to annual and ongoing training events around the country. There are a number of different vendors and options for obtaining training and as the field continues to evolve, the emphasis of each training continues to evolve as well. Surprisingly, not many colleges and universities have done what Bridgewater College, JMU, and EMU did which is to combine resources to provide a high quality and easily accessible training that taps the vast expertise that already exists on all three campuses and in the community supplemented with a national speaker. The hope is to continue to offer opportunities such as this and to expand the scope in future years to address the needs of community professionals as well.



[Know your Diversity Council Chair](#)

Welcome to the 2017-2018 Preparing Future Faculty Fellows:

Kenisha Ford (Howard University) Physics

K. Lynn Tice (Howard University) Political Science

Liseli Fitzpatrick (Howard University) Philosophy & Religion

Alice Thomas (Howard University) Sociology

Zaakira Sadrud-Din (Morgan State University) History

Barbara Franklin (Morgan State University) Postdoctoral Fellow - Math Education

[Learn more about the Preparing Future Faculty Program](#)

Broaden your diversity IQ

A glimpse of significant dates in September/October:

September 1-2 (Evening): Eid Al-Adha, Eid al-Adha is an Islamic festival to commemorate the willingness of Ibrahim (also known as Abraham) to follow Allah's (God's) command to sacrifice his son Ishmael. Muslims around the world observe this event.

September 4: Labor Day in the United States. Labor Day honors the contribution that laborers have made to the country and is observed on the first Monday of September.

September 15 – October 15: Hispanic Heritage Month. This month corresponds with Mexican Independence Day and recognizes the revolution in 1810 that ended Spanish dictatorship.

September 20-22 (Evening): Rosh-Hashanah is the Jewish New Year celebration, marking the creation of the world.

September 29 - September 30: Yom Kippur is the holiest day on the Jewish calendar and is a day of atonement marked by fasting and ceremonial repentance.

October is National Disability Employment Awareness Month and LGBT History Month.

October 9: National Indigenous People's Day is an alternative celebration to Columbus Day, promoting political correctness in giving recognition to the indigenous populations affected by colonization.

October 11: National Coming Out Day. For those who identify as lesbian, gay, bisexual, or transgender, this day celebrates coming out and the recognition of the 1987 march on Washington for gay and lesbian equality.

This newsletter has been created Office of Access & Inclusion to share the good work of academic and administrative departments, students, affinity groups and more in supporting diversity and inclusion at JMU. If you have an article or upcoming event that should be considered for the next newsletter please send us an email:

diversity@jmu.edu

[Office of Access & Inclusion](#)

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Step Afrika!, Ryan Berry Productions